

From: [Adam Chapdelaine](#)
To: [REDACTED] [Julie Flaherty](#)
Subject: (Archive Copy) Re: questions for article
Date: Monday, June 03, 2019 3:20:11 PM

Laura,

Thank you for writing. Julie and I will respond by the close of business tomorrow.

Best,
Adam W. Chapdelaine
Town Manager
Town of Arlington
730 Massachusetts Avenue
Arlington, MA 02476
(781) 316-3010

From: Laura Kiese [REDACTED]
To: Julie Flaherty <JFlaherty@town.arlington.ma.us>, Adam Chapdelaine
<AChapdelaine@town.arlington.ma.us>
Date: Mon, 3 Jun 2019 11:20:03 -0400
Subject: questions for article

Dear Julie and Adam,

I hope you both had a good weekend. As you both know, I am a journalist and writing an article related to the Pedrini case. I had asked a few questions the week before last, one specifically related to the response to my public records request. I had not heard back, so I thought I would give one last opportunity for either of you to respond before it goes to press. Here are the questions I had:

- The file on Pedrini I received from my public records request on past allegations of misconduct is over 200 pages long, though there are many redactions. It looks like there have definitely been complaints filed on him, including restraining orders and even a suit filed against the town for alleged negligence in allowing Pedrini to continue policing as a result of one of those complaints. At the last Diversity Taskforce meeting that you both attended, we were told that Pedrini had never had any complaints or allegations of misconduct filed against him (or the APD in general). But that certainly does not seem to be the case. Do either of you care to comment or offer any clarification?
- I found an earlier issue of The Sentinel. While Pedrini's rhetoric in "The Man on the Streets" column stops short of advocating violence as he did in the 2018 issue, the content does again express prejudicial comments against undocumented immigrants (and the "Sanctuary-town types" who defend them), those with addiction (and takes a hard line of prosecution and incarceration) and again criticizes Black Lives Matter. Can you comment on this?

Please let me know if you have any questions. Thank you!

Sincerely,

Laura Kiesel

From: [Adam Chapdelaine](#)
To: [Christine Bongiorno](#); JFlaherty@town.arlington.ma.us
Subject: (Archive Copy) Re: FYI
Date: Monday, June 03, 2019 9:03:48 AM

Thank you.

Adam W. Chapdelaine
Town Manager
Town of Arlington
730 Massachusetts Avenue
Arlington, MA 02476
(781) 316-3010

From: "Christine Bongiorno" <CBongiorno@town.arlington.ma.us>
To: <achapdelaine@town.arlington.ma.us>, <JFlaherty@town.arlington.ma.us>
Date: Sat, 1 Jun 2019 16:10:56 -0400
Subject: FYI

I will be chatting w Naomi on Monday about a response to this.

Sent from my iPhone

Begin forwarded message:

From: Naomi Greenfield <[REDACTED]>
Date: June 1, 2019 at 3:29:35 PM EDT
To: CBongiorno@town.arlington.ma.us
Subject: Fwd: questions for newspaper article

Can I not comment on any of this?

Begin forwarded message:

From: "Laura Kiesel" [REDACTED]
Date: June 1, 2019 at 12:30:39 PM EDT
To: Naomi Greenfield <nngreenfield@arlingtonhumanrights.org>, David Swanson <dswanson@arlingtonhumanrights.org>
Subject: questions for newspaper article

Hello Naomi and David,

I hope you're well and having a wonderful weekend so far. As I may have mentioned, as you know I am a journalist working on a feature-length cover story for the Boston weekly newspaper the DIG on the Pedrini reinstatement.

Part of my article does include coverage of the protest that went down at the HRC in March and the HRC's role in this issue. I do have some questions to see if I can

get comments on. Namely:

- Public records show that an HRC member called the police on the protest that took place in March outside the HRC. A week later, a Select Board member actually approached me and a group of people during the break at my parking warrant hearing to inform us that some HRC Commissioners were requesting "police protection" at future meetings because they were "terrified" of the protesters (I was falsely accused of being a protester, though I was not). Since then, there have been police present at the April and May meetings, though 4 out of the 5 meetings I previously attended in the preceding months had no police presence (and the one that did was for a very specific reason). Can you comment on this?
- What impact do you think police presence at your meetings will have on marginalized populations that are usually are more targeted by police profiling, harassment and misconduct or were the focus of Pedrini's violent rhetoric?
- Additionally, the "terrified" comment seemed mostly directed specifically at a man of color, a Muslim American, from the March meeting who said he feared for his family's safety in light of Pedrini's reinstatement. What role do you think unconscious racial biases may have played in the fear of HRC members and their decision to ask for police presence at subsequent meetings? Otherwise, what motivated the solicitation of police presence when the protesters issued no threats to the HRC?
- I know that it was mentioned at last week's meeting that Somerville and Cambridge have police present at their HRC meetings. I checked and Somerville does not. Cambridge has an upper-level admin rep of the police dept attend, not an officer. Yet, both Cambridge and Somerville are sanctuary cities with binding legislation to protect their undocumented immigrant population--Arlington does not. Cambridge also has a separate Citizen Review Board that listens to concerns about police misconduct and abuse and reports to their HRC and issues responses (this was discussed at my racism panel). Cambridge also has an Immigrant Rights Commission and Immigrant Rights Liaison. They told me they have not had complaints about the police admin's presence but if they did they would reconsider his attendance. Do you care to comment again in light of this new information on police presence at the Somerville and Cambridge HRC meetings (on a side note--both Cambridge and Somerville HRC's consider landlord-tenant issues and prioritize renter rights--another thing way it differs from AHRC)?
- Since Somerville and Cambridge HRCs were brought up, I am assuming the AHRC is hoping to emulate them in other ways as well. Is this the case? Will the AHRC be advocating for a binding Trust Act, A Citizen Review Board of its police dept, and an immigrant rights and fair housing sub-committee that focuses on renters' rights--particularly POC, low income and disabled folks?
- What is the HRC doing to ensure they are reaching out to and prioritizing the needs of vulnerable populations here in Arlington in general and in the aftermath of Pedrini's reinstatement?
- It was reported to me that public comment periods for the HRC have now been shifted to the very end of the evening with a 15 min threshold. Is this change due to the March meeting?
- I heard that several POC did not get to speak the other night. How do these procedural changes account for and accommodate marginalized people like disabled and low income folks that the HRC serves who may not be able to stay or

attend late evening meetings? Who decided this procedural change and was it done by a vote? In what other ways does the HRC make itself available to such populations?

(BOS and School Superintended meetings allow public comment period always in the very beginning, and though there is a 3-min cut-off per person--with some flexibility offered for accommodations on a per person basis--there is no threshold and public comment is allowed to run its course).

Please let me know if you can answer any of these questions. Thank you for your consideration.

Sincerely,

Laura Kiesel

--

Laura Kiesel
Freelance Writer and Editor
www.laurakiesel.com
<http://twitter.com/SurvivalWriter>

From: [Adam Chapdelaine](#)
To: [Caryn Malloy](#); [Julie Flaherty](#)
Subject: (Archive Copy) Response to L. Kiesel
Date: Tuesday, June 04, 2019 8:38:34 AM

Caryn and Julie,

Laura has asked Julie and I the following questions in her role as a journalist. Please take a look at my proposed responses and let me know what you think.

- The file on Pedrini I received from my public records request on past allegations of misconduct is over 200 pages long, though there are many redactions. It looks like there have definitely been complaints filed on him, including restraining orders and even a suit filed against the town for alleged negligence in allowing Pedrini to continue policing as a result of one of those complaints. At the last Diversity Taskforce meeting that you both attended, we were told that Pedrini had never had any complaints or allegations of misconduct filed against him (or the APD in general). But that certainly does not seem to be the case. Do either of you care to comment or offer any clarification? - At the meeting of the Diversity Task Group, Chief Flaherty stated that there has never been any allegations of excessive use of force made in regard to Lt. Pedrini. This statement is accurate and reflective of the record. You are correct that Lt. Pedrini does have prior discipline in his file and he has served the penalties that were levied against him as a result of those matters.
- I found an earlier issue of The Sentinel. While Pedrini's rhetoric in "The Man on the Streets" column stops short of advocating violence as he did in the 2018 issue, the content does again express prejudicial comments against undocumented immigrants (and the "Sanctuary-town types" who defend them), those with addiction (and takes a hard line of prosecution and incarceration) and again criticizes Black Lives Matter. Can you comment on this? - These writings are also concerning and were addressed as part of the restorative justice process.

Adam W. Chapdelaine
Town Manager
Town of Arlington
730 Massachusetts Avenue
Arlington, MA 02476
(781) 316-3010

From: [REDACTED]
To: [Adam Chapdelaine](#)
Cc: [Julie Flaherty](#)
Subject: (Archive Copy) Re: questions for article
Date: Tuesday, June 04, 2019 5:06:06 PM

Hello Adam and Julie,

Thanks for this. I appreciate it.

I took notes at the DTG meeting, as did my partner. To clarify, I am not addressing what you said earlier in the meeting about excessive force, which I addressed at length when it was my turn to speak in the circle (which it seems is what you thought I was talking about). I am speaking about what Julie said later on. I explicitly remember and have it down in my notes that at the very end of the meeting it was mentioned by Julie Flaherty that Pedrini had no history of excessive force OR misconduct, or anything else that would be concerning to the public, and that the APD in general had no history of anything that would be concerning to people in Arlington. To elaborate further, Julie mentioned the only thing the APD had any history of in her time @ the APD in terms of public complaints was overzealous ticketing for parking and traffic violations. Do either of you recall that? I have it in my notes and I've checked with several others at the meeting. I also have it down from the meeting we had one-on-one in early that Pedrini the internal investigation of him didn't yield anything concerning in terms of his actions, and so his words--while vile--were just words. Does the town not think a 200+ page report, a history of restraining orders and lawsuits alleging violent interactions--is concerning or contradicts that assessment?

For the second response -can you clarify how Pedrini's statements were addressed in the restorative justice process? Someone who is an Arlington resident (and white) who sat in on the circle has said publicly that Pedrini's comments were not racist and it's counter-productive to call Pedrini's comments racist, so I am assuming the racist nature of his rhetoric wasn't addressed in these circles, but please feel free to clarify.

I have spoken to several renowned restorative justice scholars and while confidentiality is a virtue in interpersonal crimes and offenses, when the given offense is committed by a public figure and it toward the community at large, that confidentiality is actually considered counter-productive to the spirit of restorative justice. Can you speak to this?

How are those of us harmed supposed to have assurance to feel safe when the process has been largely covert? How can we be expected to trust town authorities who were not transparent about Pedrini's unsettling history?

Thank you.

Sincerely,

Laura Kiesel

On Tue, Jun 4, 2019 at 1:42 PM Adam Chapdelaine <AChapdelaine@town.arlington.ma.us> wrote:

Hi Laura,

Please see the responses below, in red font.

Best,
Adam W. Chapdelaine
Town Manager
Town of Arlington
730 Massachusetts Avenue
Arlington, MA 02476
(781) 316-3010

From: Laura Kiesel [REDACTED]
To: Julie Flaherty <JFlaherty@town.arlington.ma.us>, Adam Chapdelaine <AChapdelaine@town.arlington.ma.us>
Date: Mon, 3 Jun 2019 11:20:03 -0400
Subject: questions for article

Dear Julie and Adam,

I hope you both had a good weekend. As you both know, I am a journalist and writing an article related to the Pedrini case. I had asked a few questions the week before last, one specifically related to the response to my public records request. I had not heard back, so I thought I would give one last opportunity for either of you to respond before it goes to press. Here are the questions I had:

- The file on Pedrini I received from my public records request on past allegations of misconduct is over 200 pages long, though there are many redactions. It looks like there have definitely been complaints filed on him, including restraining orders and even a suit filed against the town for alleged negligence in allowing Pedrini to continue policing as a result of one of those complaints. At the last Diversity Taskforce meeting that you both attended, we were told that Pedrini had never had any complaints or allegations of misconduct filed against him (or the APD in general). But that certainly does not seem to be the case. Do either of you care to comment or offer any clarification? - At the meeting of the Diversity Task Group, Chief Flaherty stated that there has never been any allegations of excessive use of force made in regard to Lt. Pedrini - that statement is accurate and is supported by the records you requested and have obtained from the Town. You were not told and it was not stated, by the Town, at the Diversity Task Group that "Pedrini had never had any complaints or allegations of misconduct filed against him (or the APD in general)." In fact, regarding legal actions involving or concerning Lt. Pedrini, you are in possession of such records.

- I found an earlier issue of The Sentinel. While Pedrini's rhetoric in "The Man on the Streets" column stops short of advocating violence as he did in the 2018 issue, the content does again express prejudicial comments against undocumented immigrants (and the "Sanctuary-town types" who defend them), those with addiction (and takes a hard line of prosecution and incarceration) and again criticizes Black Lives Matter. Can you comment on this? - These writings do not comply with the policies of the Arlington Police Department. Such writings are also concerning and were addressed as part of the restorative justice process.

Please let me know if you have any questions. Thank you!

Sincerely,

Laura Kiesel

--
Laura Kiesel

Freelance Writer and Editor

www.laurakiesel.com

<http://twitter.com/SurvivalWriter>

From: [Stacie Smith](#)
To: [Adam Chapdelaine](#)
Subject: (Archive Copy) Re: CBI blog on municipal climate action work
Date: Thursday, June 06, 2019 11:03:12 AM

Hi Adam,

I just tried your office- you can call me on my cell when you get a chance. [REDACTED]

Sent from my iPhone.

On Jun 5, 2019, at 5:14 PM, Adam Chapdelaine <AChapdelaine@town.arlington.ma.us> wrote:

Hi Stacie,

I could talk briefly around 11am tomorrow to at least get the conversation started. If this still works, let me know the best way to reach you.

For quick background, we are looking for someone to help facilitate dialogue in the aftermath of the Lt. Pedrini matter. You may have heard about the Arlington police lieutenant that wrote a series of very concerning columns for a state wide police association newsletter. For a series of reasons, we chose to pursue a restorative justice model to discipline him rather than traditional methods of employee discipline.

I feel that we did the right thing given the challenges with Civil Service and other labor protections afforded to public employees in MA, but understandably, there are still people in the community feeling very harmed by Lt. Pedrini's words.

So, we're looking for someone to facilitate dialogue between the town and residents, in a public forum, aimed at moving forward and rebuilding trust with the Police Department.

This is the quick snapshot of what we're looking for.

Thanks again for your willingness to talk.

Best,
Adam

Sent from my iPhone

On Jun 4, 2019, at 10:11 PM, Stacie Smith <stacie@cbi.org> wrote:

Hi Adam,

So sorry I wasn't able to respond to this earlier - was in meetings and then on a flight to SFO. Can you talk on Thursday ~11 am? If not, let me know some times on Thursday that might work, and I will see what I can make happen.

Thanks,
Stacie

Stacie Nicole Smith
Associate Managing Director
& Senior Mediator, CBI
(617) 844-1124
www.cbi.org

On Jun 4, 2019, at 7:57 am, Adam Chapdelaine <AChapdelaine@town.arlington.ma.us> wrote:

Stacie,

Any chance you have some time today to discuss a facilitation need we have here in Arlington?

Let me know if you have some time. If not today, perhaps later this week.

Thanks!

Best,
Adam W. Chapdelaine
Town Manager
Town of Arlington
730 Massachusetts Avenue
Arlington, MA 02476
(781) 316-3010

From: Stacie Smith <stacie@cbi.org>
To: Adam Chapdelaine <AChapdelaine@town.arlington.ma.us>
Date: Tue, 28 May 2019 16:30:00 -0400
Subject: Re: CBI blog on municipal climate action work

Thanks Adam!

Looking forward to seeing you around the neighbor now that the weather is warmer... :-)

Stacie

On May 28, 2019, at 1:52 pm, Adam Chapdelaine <AChapdelaine@town.arlington.ma.us> wrote:

Stacie,

Definitely relieved that Town Meeting is over. ;)

Thank you for sharing this and apologies for the delayed response. I will share this with our Clean Energy Future Committee. This new committee (formed in December) is focused on planning for Arlington to be net zero by 2050.

Best,

Adam W. Chapdelaine
Town Manager
Town of Arlington
730 Massachusetts Avenue
Arlington, MA 02476
(781) 316-3010

From: Stacie Smith <stacie@cbi.org>
To: Adam Chapdelaine
<AChapdelaine@town.arlington.ma.us>
Date: Thu, 16 May 2019 14:08:02 -0400
Subject: CBI blog on municipal climate action work

Hi Adam,

I hope all is well - you're probably even more relieved than I am that Town Meeting is finally over!

My colleague Ona has been working with Somerville (as well as other cities and towns) on community engagement around climate change and climate resistance and wrote up this blog post. I thought you might be interested, and/or could forward it on to others in the town who might find it interesting. Perhaps Arlington might be interested in doing something similar?

<https://www.cbi.org/article/cities-building-a-culture-of-climate-action/>

Sending my best,
Stacie

Stacie Nicole Smith
Associate Managing Director
& Senior Mediator, CBI
(617) 844-1124
www.cbi.org

From: [Michaiah](#)
To: [Adam Chapdelaine](#)
Subject: (Archive Copy) Re: Community Forum
Date: Thursday, June 06, 2019 11:10:28 AM

k

On Thu, Jun 6, 2019 at 11:04 AM Adam Chapdelaine <AChapdelaine@town.arlington.ma.us> wrote:

I'm actually at a meeting in the city and will be calling her from my cell.

Sent from my iPhone

On Jun 6, 2019, at 11:00 AM, Michaiah <diversitytaskgrouparl@gmail.com> wrote:

and in case it's helpful. I can zip down the street and conference call with you if you want.

On Thu, Jun 6, 2019 at 10:03 AM Michaiah <diversitytaskgrouparl@gmail.com> wrote:

That's wonderful.

I can meet on Monday-10th (before 3pm or after 7pm) or Tuesday-11th (10:30am-2, or 4-7pm)

Great idea to move the community meeting.

I'm not available June 24- July 9th (but honestly I don't need to be there- I think the community needs it more than I do at this point. I'm happy to be part of the planning mindful of these multiple perspectives). Seriously.

If we do need to postpone to the Fall, I'd appreciate your help in finding the right language to communicate the reasons, and what people can do in the meantime if they're feeling unprocessed or unsafe in the community.

Michaiah

On Thu, Jun 6, 2019 at 7:56 AM Adam Chapdelaine <AChapdelaine@town.arlington.ma.us> wrote:

Michaiah - I'm speaking to my contact at CBI at 11am today, but I'm not sure that I'll have a facilitator picked out as an immediate outcome of that discussion. So, two things:

1) Would you mind if we moved our meeting to early next week and if that's okay, what days and times are good for you?

2) How would you feel about moving the community meeting to 6/26, in order to afford us more planning time?

Thank you.

Sent from my iPhone

On Jun 4, 2019, at 10:12 PM, Michaiah <diversitytaskgrouparl@gmail.com> wrote:

Sounds good, thanks!

On Tue, Jun 4, 2019 at 4:42 PM Adam Chapdelaine <AChapdelaine@town.arlington.ma.us> wrote:

Michaiah,

Thanks for writing. I think a save the date for June 19th makes sense and I also think that working with the HRC does as well.

I am out of the office tomorrow, but I will work with Kelly on Thursday to get a save the date sent out. I'll also plan on reaching out to Naomi and David from the HRC.

I have reached out to my contact at CBI, but have not heard back yet. If I don't hear back soon, I may ask that we postpone our meeting.

Thanks,
Adam W. Chapdelaine
Town Manager
Town of Arlington
730 Massachusetts Avenue
Arlington, MA 02476
(781) 316-3010

From: Michaiah <diversitytaskgrouparl@gmail.com>
To: Adam Chapdelaine <AChapdelaine@town.arlington.ma.us>
Date: Mon, 3 Jun 2019 22:36:33 -0400
Subject: Community Forum

Hi Adam,

You and I have a meeting on Thursday afternoon to discuss the potential community forum on the 19th. And sorry to write this email, but think it's time-sensitive (not urgent, but important considerations as we think invitation and purpose/hopes).

Would it be possible to collaborate with the Planning Department (I work with Kelly Lyneman) on inviting folks now, if you have the date solid with the facilitator? *I'm sure folks will give as much grief as possible for not proactively engaging the community with a save the date.*

As I come into this planning process, my attention will fully be deciding if this facilitator understands systemic racism and this system of privilege. And to what degree. I also agree with you that this person will ideally be understanding of civil service!

HRC (as you may be aware) is getting the weight put on by some

grieved community members The HRC's mission and policies are being scrutinized to see if they're in violation. Knowing that made me look at the HRC's mission and the bylaws that they operate. I think they should also be at these planning meetings or at least have a presence at the forum, so that it is consistent with their purpose and operation.

Sorry to dump.

~MH

On Tue, May 21, 2019 at 4:01 PM Michaiah
<diversitytaskgrouparl@gmail.com> wrote:

Me too. our community needed that.

On Tue, May 21, 2019 at 8:34 AM Adam Chapdelaine
<AChapdelaine@town.arlington.ma.us> wrote:

Thanks, Michaiah. What an amazing event. I was so moved by the power of the community.

Adam W. Chapdelaine
Town Manager
Town of Arlington
730 Massachusetts Avenue
Arlington, MA 02476
(781) 316-3010

From: Michaiah <diversitytaskgrouparl@gmail.com>
To: Adam Chapdelaine <AChapdelaine@town.arlington.ma.us>
Date: Mon, 20 May 2019 21:59:06 -0400
Subject: Re: DTG on May 13th

well done tonight!
#thunderouslyapplaudingmytownmanager :)

On Mon, May 20, 2019 at 1:28 PM Adam Chapdelaine
<AChapdelaine@town.arlington.ma.us> wrote:

Great. Thanks, Michaiah,

Adam W. Chapdelaine
Town Manager
Town of Arlington
730 Massachusetts Avenue
Arlington, MA 02476
(781) 316-3010

From: Michaiah <diversitytaskgrouparl@gmail.com>
To: Adam Chapdelaine
<AChapdelaine@town.arlington.ma.us>
Cc: Julie Flaherty <JFlaherty@town.arlington.ma.us>
Date: Mon, 20 May 2019 13:16:14 -0400

Subject: Re: DTG on May 13th

ok!

Yes, I'd appreciate that.

And, of course notes will be shared with Julie.
9:30am is just fine.

On Mon, May 20, 2019 at 1:11 PM Adam Chapdelaine
<AChapdelaine@town.arlington.ma.us> wrote:

Julie cannot make it, but I think the two if should meet to
keep the discussion moving.

Is 9:30am okay?

Adam W. Chapdelaine
Town Manager
Town of Arlington
730 Massachusetts Avenue
Arlington, MA 02476
(781) 316-3010

From: Michaiah <diversitytaskgrouparl@gmail.com>
To: Adam Chapdelaine
<AChapdelaine@town.arlington.ma.us>
Cc: Julie Flaherty <JFlaherty@town.arlington.ma.us>
Date: Mon, 20 May 2019 12:28:33 -0400
Subject: Re: DTG on May 13th

Woops- I meant to reply to both of you.
Friday morning is fine for me.

Michaiah

On Mon, May 20, 2019 at 9:57 AM Adam Chapdelaine
<AChapdelaine@town.arlington.ma.us> wrote:

Hi Michaiah,

Sorry I missed you this morning. I've looped Julie in
here as well.

Right now, Friday morning after 9am is looking best
for me.

How does that work for each of you?

Thanks,
Adam W. Chapdelaine
Town Manager
Town of Arlington
730 Massachusetts Avenue
Arlington, MA 02476
(781) 316-3010

From: Michaiah
<diversitytaskgrouparl@gmail.com>
To: Adam Chapdelaine
<AChapdelaine@town.arlington.ma.us>
Date: Mon, 20 May 2019 09:26:23 -0400
Subject: Re: DTG on May 13th

Hi Adam, lovely to see the back of your head this morning in the conference room. (I was at a meeting at Town Hall and stopped upstairs to see if I could see you and schedule a debrief/planning date). Are you someone who benefits from a reminder?

Hope your day goes well.
Michaiah

On Tue, May 14, 2019 at 6:58 AM Adam
Chapdelaine
<AChapdelaine@town.arlington.ma.us> wrote:
Thank you, Michaiah. I agree that the meeting
was quite tough.

I have a lot of thoughts, but they're probably best
shared in person.

Let's plan to connect after Town Meeting
concludes (hopefully on Wednesday). I'll send
some dates when I'm in front of my computer
later today.

Thank you.

Sent from my iPhone

On May 13, 2019, at 11:28 PM, Michaiah
<diversitytaskgrouparl@gmail.com> wrote:

Julie and Adam, that was Not an
easy meeting. Thank you both
tremendously for being at DTG
tonight. There were many people I
hadn't met before. And there's
room for my growth as
chair/moderator (e.g reflecting and
not joining).

I hope you'll have space to process
and debrief the fullness of this
meeting and all your other
meetings you had today. About
half the group stayed to process
their thoughts and feelings, which I
can send you.

Thanks for being so public tonight.

We recognized the complexity of being the face and voice of an institution. I'm learning from you. I appreciate knowing you both.

I don't know what's next for this group of people and the town, but I'd be interested in talking with you more whenever you can make the time. You let me know.

Michaiah

On Friday, May 3, 2019, Michaiah <diversitytaskgrouparl@gmail.com> wrote:

Thanks, Adam. Good plan.

On Thursday, May 2, 2019, Adam Chapdelaine <AChapdelaine@town.arlington.ma.us> wrote:

Michaiah,

I am thinking that we'll likely still be in Town Meeting on the 13th, but we won't know for sure until next Wednesday. I'd be willing to come to DTG from 6:45 - 7:45 and then head to Town Meeting, but I don't want the dialogue to feel overly rushed.

If Town Meeting is over, then I'll gladly be there.

Would it be best to touch base next Thursday AM when we know where we stand with Town Meeting and make a plan from there?

Best,
Adam W. Chapdelaine
Town Manager
Town of Arlington
[730 Massachusetts Avenue
Arlington, MA 02476](http://730MassachusettsAvenueArlingtonMA02476)
(781) 316-3010

From: Michaiah <diversitytaskgrouparl@gmail.com>
To: Adam Chapdelaine

<achapdelaine@town.arlington.ma.us> , Julie Flaherty
<jflaherty@town.arlington.ma.us>
>
Date: Wed, 1 May 2019
21:32:14 -0400
Subject: DTG on May 13th

Good evening Adam and
Julie,

I'm watching Town Meeting
tonight again [REDACTED]

Keep up the good work.
I'm emailing you now to
determine if you'd like to
make a big appearance at
our Diversity group on
Monday May 13th from
6:45pm-9pm in the
Jefferson Cutter House. If
you are able to go, I'd love
to talk briefly with you
about the process and plan
and hoped for outcomes or
goals for our time.

Feel free to type up a few
thoughts over e-mail,
discuss on the phone, or
meet in person (30 minutes)
8am-2pm this week.

Cheers.
Michaiah
For your eyes only, here are
my digits [REDACTED]

On Tue, Apr 9, 2019 at
10:19 AM Michaiah
<diversitytaskgrouparl@gmail.com>
wrote:

Hi Julie & Adam,

Julie, good to see at
Magnolia park on Sunday.
Your officers really
respect you. It was so
noisy at the park and
difficult to hear all the
speakers but when you
spoke, they all moved in,
turned their radios down,
and got quiet to hear you.
If you want to hear any
other feedback I can share

it later.

Adam, I hope BOS
went well last night.

And last night at the Diversity Task Group I wanted to take the pulse on community questions re: Lt. Pedrini. I framed it with ground rules with how we were going to have the conversation (respectful, honest, with the aim of being helpful).and promoted that the town leaders, APD, and community are all dealing with collateral consequences of standing by the principles and values of RJ. Here's what came up

- The leadership in town need to hear ad acknowledge that there was tremendous harm to their faith in gvt and apd...
- is lt. pedrini the only one with this mentality?
- RJ not meant for personell policy
- desire for transparency
- other friends from neighboring communities have lost faith in their PD because of Pedrini's columns (and family members in the western part of MA were talking about the case with family members in Arlington)-- how can Pedrini repair harm done that was so wide spread?
- lots of questions

about how civil service union (how and why former chief Ryan was not hired with it and then got back in it)

- What does the town harassment policies say?
- In what way is APD monitoring Pedrini ("he shouldn't get 3 strikes")- What happens if he slips up?
- What retribution is he making to the harmed groups-- immigrant community and recovery groups?
- How is RJ going to be used now for marginalized groups in Arlington?

We only had 20 minutes for discussion and then ended our time with a quote from James Baldwin.

I'd welcome either or both of you to come to our meeting in May 13th, before we break for the summer, if you wanted to. The group size is typically 15-25 people and rotates between about 50 or so active members.

p.s. apologies for typos.
p.s.s. I know you also have pressing issues you're dealing with and please let me know if DTG can be of any help.

Michaiah

From: [Michaiah](#)
To: [Adam Chapdelaine](#)
Subject: (Archive Copy) Re: Community Forum
Date: Monday, June 10, 2019 6:55:03 AM

excellent!
see you soon.

On Thu, Jun 6, 2019 at 7:55 PM Adam Chapdelaine <AChapdelaine@town.arlington.ma.us> wrote:

So, I have the facilitator coming in on Monday at noon for a deeper discussion than I had with her today. If you could join me, that would be great.

Her name is Stacie Smith.

Let's talk dates/next steps then.

Have a great weekend!

Adam W. Chapdelaine
Town Manager
Town of Arlington
730 Massachusetts Avenue
Arlington, MA 02476
(781) 316-3010

From: Michaiah <diversitytaskgrouparl@gmail.com>
To: Adam Chapdelaine <AChapdelaine@town.arlington.ma.us>
Date: Thu, 6 Jun 2019 10:03:41 -0400
Subject: Re: Community Forum

That's wonderful.

I can meet on Monday-10th (before 3pm or after 7pm) or Tuesday-11th (10:30am-2, or 4-7pm)
Great idea to move the community meeting.

I'm not available June 24- July 9th (but honestly I don't need to be there- I think the community needs it more than I do at this point. I'm happy to be part of the planning mindful of these multiple perspectives). Seriously. If we do need to postpone to the Fall, I'd appreciate your help in finding the right language to communicate the reasons, and what people can do in the meantime if they're feeling unprocessed or unsafe in the community.
Michaiah

On Thu, Jun 6, 2019 at 7:56 AM Adam Chapdelaine <AChapdelaine@town.arlington.ma.us> wrote:
Michaiah - I'm speaking to my contact at CBI at 11am today, but I'm not sure that I'll have a facilitator picked out as an immediate outcome of that discussion. So, two things:

- 1) Would you mind if we moved our meeting to early next week and if that's okay, what days and times are good for you?
- 2) How would you feel about moving the community meeting to 6/26, in order to afford us more planning

time?

Thank you.

Sent from my iPhone

On Jun 4, 2019, at 10:12 PM, Michaiah <diversitytaskgrouparl@gmail.com> wrote:

Sounds good, thanks!

On Tue, Jun 4, 2019 at 4:42 PM Adam Chapdelaine <AChapdelaine@town.arlington.ma.us> wrote:

Michaiah,

Thanks for writing. I think a save the date for June 19th makes sense and I also think that working with the HRC does as well.

I am out of the office tomorrow, but I will work with Kelly on Thursday to get a save the date sent out. I'll also plan on reaching out to Naomi and David from the HRC.

I have reached out to my contact at CBI, but have not heard back yet. If I don't hear back soon, I may ask that we postpone our meeting.

Thanks,
Adam W. Chapdelaine
Town Manager
Town of Arlington
730 Massachusetts Avenue
Arlington, MA 02476
(781) 316-3010

From: Michaiah <diversitytaskgrouparl@gmail.com>
To: Adam Chapdelaine <AChapdelaine@town.arlington.ma.us>
Date: Mon, 3 Jun 2019 22:36:33 -0400
Subject: Community Forum

Hi Adam,

You and I have a meeting on Thursday afternoon to discuss the potential community forum on the 19th. And sorry to write this email, but think it's time-sensitive (not urgent, but important considerations as we think invitation and purpose/hopes).

Would it be possible to collaborate with the Planning Department (I work with Kelly Lyneman) on inviting folks now, if you have the date solid with the facilitator? *I'm sure folks will give as much grief as possible for not proactively engaging the community with a save the date.*

As I come into this planning process, my attention will fully be deciding if this facilitator understands systemic racism and this system of privilege. And to what degree. I also agree with you that this person will ideally be understanding of civil service!

HRC (as you may be aware) is getting the weight put on by some grieved community members. The HRC's mission and policies are being scrutinized to see if they're in violation. Knowing that made me look at the HRC's mission and the bylaws that they operate. I think they should also be at these planning meetings or at least have a presence at the forum, so that it is consistent with their purpose and operation.

Sorry to dump.

~MH

On Tue, May 21, 2019 at 4:01 PM Michaiah <diversitytaskgrouparl@gmail.com> wrote:
Me too. our community needed that.

On Tue, May 21, 2019 at 8:34 AM Adam Chapdelaine
<AChapdelaine@town.arlington.ma.us> wrote:
Thanks, Michaiah. What an amazing event. I was so moved by the power of the
community.

Adam W. Chapdelaine
Town Manager
Town of Arlington
730 Massachusetts Avenue
Arlington, MA 02476
(781) 316-3010

From: Michaiah <diversitytaskgrouparl@gmail.com>
To: Adam Chapdelaine <AChapdelaine@town.arlington.ma.us>
Date: Mon, 20 May 2019 21:59:06 -0400
Subject: Re: DTG on May 13th

well done tonight!
#thunderouslyapplaudingmytownmanager :)

On Mon, May 20, 2019 at 1:28 PM Adam Chapdelaine
<AChapdelaine@town.arlington.ma.us> wrote:
Great. Thanks, Michaiah,

Adam W. Chapdelaine
Town Manager
Town of Arlington
730 Massachusetts Avenue
Arlington, MA 02476
(781) 316-3010

From: Michaiah <diversitytaskgrouparl@gmail.com>
To: Adam Chapdelaine <AChapdelaine@town.arlington.ma.us>
Cc: Julie Flaherty <JFlaherty@town.arlington.ma.us>
Date: Mon, 20 May 2019 13:16:14 -0400
Subject: Re: DTG on May 13th

ok!
Yes, I'd appreciate that.
And, of course notes will be shared with Julie.
9:30am is just fine.

On Mon, May 20, 2019 at 1:11 PM Adam Chapdelaine <AChapdelaine@town.arlington.ma.us> wrote:

Julie cannot make it, but I think the two of us should meet to keep the discussion moving.

Is 9:30am okay?

Adam W. Chapdelaine
Town Manager
Town of Arlington
730 Massachusetts Avenue
Arlington, MA 02476
(781) 316-3010

From: Michaiah <diversitytaskgrouparl@gmail.com>
To: Adam Chapdelaine <AChapdelaine@town.arlington.ma.us>
Cc: Julie Flaherty <JFlaherty@town.arlington.ma.us>
Date: Mon, 20 May 2019 12:28:33 -0400
Subject: Re: DTG on May 13th

Woops- I meant to reply to both of you.
Friday morning is fine for me.

Michaiah

On Mon, May 20, 2019 at 9:57 AM Adam Chapdelaine <AChapdelaine@town.arlington.ma.us> wrote:

Hi Michaiah,

Sorry I missed you this morning. I've looped Julie in here as well.

Right now, Friday morning after 9am is looking best for me.

How does that work for each of you?

Thanks,
Adam W. Chapdelaine
Town Manager
Town of Arlington
730 Massachusetts Avenue
Arlington, MA 02476
(781) 316-3010

From: Michaiah <diversitytaskgrouparl@gmail.com>
To: Adam Chapdelaine <AChapdelaine@town.arlington.ma.us>
Date: Mon, 20 May 2019 09:26:23 -0400
Subject: Re: DTG on May 13th

Hi Adam, lovely to see the back of your head this morning in the conference room. (I was at a meeting at Town Hall and stopped upstairs to see if I could see you and schedule a debrief/planning date). Are you someone who benefits from a reminder?

Hope your day goes well.
Michaiah

On Tue, May 14, 2019 at 6:58 AM Adam Chapdelaine
<AChapdelaine@town.arlington.ma.us> wrote:

Thank you, Michaiah. I agree that the meeting was quite tough.

I have a lot of thoughts, but they're probably best shared in person.

Let's plan to connect after Town Meeting concludes (hopefully on Wednesday). I'll send some dates when I'm in front of my computer later today.

Thank you.

Sent from my iPhone

On May 13, 2019, at 11:28 PM, Michaiah
<diversitytaskgrouparl@gmail.com> wrote:

Julie and Adam, that was Not an easy meeting.
Thank you both tremendously for being at DTG tonight. There were many people I hadn't met before. And there's room for my growth as chair/moderator (e.g reflecting and not joining).

I hope you'll have space to process and debrief the fullness of this meeting and all your other meetings you had today. About half the group stayed to process their thoughts and feelings, which I can send you.

Thanks for being so public tonight. We recognized the complexity of being the face and voice of an institution. I'm learning from you. I appreciate knowing you both.

I don't know what's next for this group of people and the town, but I'd be interested in talking with you more whenever you can make the time. You let me know.

Michaiah

On Friday, May 3, 2019, Michaiah
<diversitytaskgrouparl@gmail.com> wrote:

Thanks, Adam. Good plan.

On Thursday, May 2, 2019, Adam Chapdelaine
<AChapdelaine@town.arlington.ma.us> wrote:

Michaiah,

I am thinking that we'll likely still be in Town Meeting on the 13th, but we won't know for

sure until next Wednesday. I'd be willing to come to DTG from 6:45 - 7:45 and then head to Town Meeting, but I don't want the dialogue to feel overly rushed.

If Town Meeting is over, then I'll gladly be there.

Would it be best to touch base next Thursday AM when we know where we stand with Town Meeting and make a plan from there?

Best,
Adam W. Chapdelaine
Town Manager
Town of Arlington
[730 Massachusetts Avenue](http://730MassachusettsAvenue)
[Arlington, MA 02476](http://Arlington,MA 02476)
(781) 316-3010

From: Michaiah
<diversitytaskgrouparl@gmail.com>
To: Adam Chapdelaine
<achapdelaine@town.arlington.ma.us>, Julie Flaherty <jflaherty@town.arlington.ma.us>
Date: Wed, 1 May 2019 21:32:14 -0400
Subject: DTG on May 13th

Good evening Adam and Julie,

I'm watching Town Meeting tonight again

Keep up the good work.
I'm emailing you now to determine if you'd like to make a big appearance at our Diversity group on Monday May 13th from 6:45pm-9pm in the Jefferson Cutter House. If you are able to go, I'd love to talk briefly with you about the process and plan and hoped for outcomes or goals for our time.

Feel free to type up a few thoughts over e-mail, discuss on the phone, or meet in person (30 minutes) 8am-2pm this week.

Cheers.
Michaiah
For your eyes only, here are my digits

On Tue, Apr 9, 2019 at 10:19 AM Michaiah <diversitytaskgrouparl@gmail.com> wrote:

Hi Julie & Adam,

Julie, good to see at Magnolia park on Sunday. Your officers really respect you. It

was so noisy at the park and difficult to hear all the speakers but when you spoke, they all moved in, turned their radios down, and got quiet to hear you. If you want to hear any other feedback I can share it later.

Adam, I hope BOS went well last night.

And last night at the Diversity Task Group I wanted to take the pulse on community questions re: Lt. Pedrini. I framed it with ground rules with how we were going to have the conversation (respectful, honest, with the aim of being helpful).and promoted that the town leaders, APD, and community are all dealing with collateral consequences of standing by the principles and values of RJ. Here's what came up

- The leadership in town need to hear ad acknowledge that there was tremendous harm to their faith in gvt and apd...
- is lt. pedrini the only one with this mentality?
- RJ not meant for personell policy
- desire for transparency
- other friends from neighboring communities have lost faith in their PD because of Pedrini's columns (and family members in the western part of MA were talking about the case with family members in Arlington)-- how can Pedrini repair harm done that was so wide spread?
- lots of questions about how civil service union (how and why former chief Ryan was not hired with it and then got back in it)
- What does the town harassment policies say?
- In what way is APD monitoring Pedrini ("he shouldn't get 3 strikes")- What happens if he slips up?
- What retribution is he making to the harmed groups-- immigrant community and recovery groups?
- How is RJ going to be used now for marginalized groups in Arlington?

We only had 20 minutes for discussion and then ended our time with a quote from

James Baldwin.

I'd welcome either or both of you to come to our meeting in May 13th, before we break for the summer, if you wanted to. The group size is typically 15-25 people and rotates between about 50 or so active members.

p.s. apologies for typos.

p.s.s. I know you also have pressing issues you're dealing with and please let me know if DTG can be of any help.

Michaiah

From: [Julie Flaherty](#)
To: [Adam Chapdelaine](#)
Subject: (Archive Copy) Fwd: YourArlington request: 2 issues
Date: Thursday, June 13, 2019 11:22:34 AM

Adam,
I think there may some confusion on the circumstances surrounding Lt. Pedrinis reassignment. Unless you have objections, my response will be;

"Lt Pedrini had his firearm reissued to him upon his return to work in April. His assignment to my office is until further notice and I do not have an exact date at this time in which his assignment will change."

Thank you.

Julie Flaherty
Acting Chief of Police
Arlington Police Department
112 Mystic Street
Arlington, Massachusetts 02474
781 316 3901

From: Bob Sprague <sprague.bob@gmail.com>
To: Julie Flaherty <JFlaherty@town.arlington.ma.us>
Date: Thu, 13 Jun 2019 08:43:45 -0400
Subject: YourArlington request: 2 issues

Acting Chief Flaherty:

I have two requests:

-- Do you know when Rebecca Wolfe might agree to be interviewed for a news feature by one of my freelancers?

-- In the light of this report by Laura Kiesel (https://digboston.com/special-feature-restorative-ruckus/?fbclid=IwAR2YXFOE0iuoayNg3bRm02t1-JjxYxAL_dWnWzppl_sJ8m41L05CR17xTa8), can you tell me for publication when Lt. Pedrini will be serving residents outside of your office and will have his gun returned to him?

Laura's story says "reportedly" will have it returned, but does not pin this down.

Thank you for responding to these requests.

Bob Sprague
Your news, views at <http://www.yourarlington.com/>

From: [Adam Chapdelaine](#)
To: [Michaiah](#)
Subject: (Archive Copy) Re: Community Forum
Date: Friday, June 14, 2019 11:58:41 AM

Great to hear.

Thank you, Michaiah. Have a great weekend.

Adam W. Chapdelaine
Town Manager
Town of Arlington
730 Massachusetts Avenue
Arlington, MA 02476
(781) 316-3010

From: Michaiah <diversitytaskgrouparl@gmail.com>
To: Adam Chapdelaine <AChapdelaine@town.arlington.ma.us>
Date: Fri, 14 Jun 2019 11:41:16 -0400
Subject: Re: Community Forum

Of course.

And I just got off the phone with Doug the town counsel. Very helpful!

On Friday, June 14, 2019, Adam Chapdelaine <AChapdelaine@town.arlington.ma.us> wrote:
Thank you, Michaiah.

Could I call you sometime Monday morning?

Adam W. Chapdelaine
Town Manager
Town of Arlington
[730 Massachusetts Avenue](#)
[Arlington, MA 02476](#)
(781) 316-3010

From: Michaiah <diversitytaskgrouparl@gmail.com>
To: Adam Chapdelaine <AChapdelaine@town.arlington.ma.us>
Date: Fri, 14 Jun 2019 09:36:13 -0400
Subject: Re: Community Forum

I understand Adam.

I'm committed to being an advocate for healing and safety within the town.

I'd appreciate talking it through with you.

It's been challenging for everyone including the community members from the RJ circle. So many people are feeling alienated.

Michaiah



On Thursday, June 13, 2019, Adam Chapdelaine <AChapdelaine@town.arlington.ma.us> wrote:
Michaiah,

Thank you for your work on this and for doing it so quickly.

Thanks also for sharing the story and the heads up about the petition. I will continue to work towards setting up the discussions to co-design the community meeting, but I have to be honest in telling you that the submission of such a petition will make such a meeting hard to convene. I've been very transparent and honest about the reality of the premise that we're working from and if the group cannot come to something resembling a common set of agreements, I will remain very concerned about the potential for success.

Happy to talk any of this through with you.

Best,
Adam W. Chapdelaine
Town Manager
Town of Arlington
[730 Massachusetts Avenue](https://www.townofarlington.org/town-managers-office)
[Arlington, MA 02476](https://www.townofarlington.org/town-managers-office)
(781) 316-3010

From: Michaiah <diversitytaskgrouparl@gmail.com>
To: Adam Chapdelaine <AChapdelaine@town.arlington.ma.us>
Date: Wed, 12 Jun 2019 12:55:35 -0400
Subject: Re: Community Forum

very last one-

[ramona](#)

and when you get a chance....<https://digboston.com/special-feature-restorative-ruckus/>
a petition is coming your way too to reopen the case.

On Tue, Jun 11, 2019 at 9:27 PM Michaiah <diversitytaskgrouparl@gmail.com> wrote:

Final lists-

These folks I know, and they want to meet in a group

[lynettemartyn](#)

[lculverhouse](#)

[elizabethdray](#)

[lakiese](#)

[louise](#) (will be in Uruguay & wants to Skype/What'sApp. Will be back in the States July 17th)

[rajeev.soneja](#)

[askKatelyn](#) (schedule permitting)

These folks I don't know as well/at all but here is some info about them in case there's a limit for who can be at the table.

[mark.davila](#) (was at the May DTG meeting, we have a mutual friend, here's a quote from an email he sent me, *Not interested in blowing off steam...However, if there is interest in advocating for change (e.g., formalized civilian oversight of the police; mandatory ongoing training around diversity and inclusion for all APD Staff; advocating that the MPA run a series of Op Eds to address those written by Pedrini — and what is wrong with them etc.) I'll be a part of that conversation*)

[mary.fuson](#) - Older woman from First parish, respected community leader, her husband founded teen empowerment the teen/police collaboration, also came to the last AHRC mtg, raised a kid of color in Arlington,

[robin.gottlieb](#) - community organizer (friend of Laura/Erik)-schedule permitting

[betsycarltonysan](#) - HRC member who is sympathetic to our concerns about police

presence at HRC mtgs and is the new community outreach person for the HRC
marta [REDACTED] - Minister of FP has expressed interest in our concerns

This person would prefer to meet with Stacie 1:1 (with me present if my schedule permits & the budget allows)

bjstone [REDACTED]

Happy Scheduling :/

Michaiah

On Mon, Jun 10, 2019 at 9:00 PM Michaiah <diversitytaskgrouparl@gmail.com> wrote:
HI Adam :)

Grateful for your leadership and partnership. Thanks for putting the resources of time and money into our community's healing. So thankful for you and hopeful for the process moving forward. These are the people who said they are willing to be at the table with the facilitator. They do NOT want police presence.

Lynette Culverhouse [REDACTED].

Laura Kiesel [REDACTED]

Elizabeth Dray [REDACTED]

Lynette [REDACTED]

Louise Bobkin [REDACTED] (back from Uruguay July 17th)- but really wanting to participate even if it's Skpe, FB.

----- Below are people that I do not know, but want to be at the table- I think they are sympathizers but not stakeholders.

marta [REDACTED]

<betsy [REDACTED] (HRC Commissioner)

I'll give it another day or two to hear back from a few others that I know. and send emails to you/Kristen

I feel comfortable with having Stacie facilitate.

Thanks for having Kristen do the scheduling.

Michaiah

On Mon, Jun 10, 2019 at 6:55 AM Adam Chapdelaine <AChapdelaine@town.arlington.ma.us> wrote:

I am currently out of the office, returning Monday, June 10th. If you need immediate assistance please contact Kristen DeFrancisco, at 781-316-3010.

From: Julie Flaherty
To: Adam Chapdelaine
Subject: (Archive Copy) Re: concerns related to DigBoston article
Date: Friday, June 14, 2019 12:03:32 PM

Thank you.

On Jun 14, 2019, at 11:40 AM, Adam Chapdelaine <AChapdelaine@town.arlington.ma.us> wrote:

FYI - Petition linked below

Adam W. Chapdelaine
Town Manager
Town of Arlington
730 Massachusetts Avenue
Arlington, MA 02476
(781) 316-3010

[REDACTED]
To: Adam Chapdelaine <AChapdelaine@town.arlington.ma.us>
Date: Fri, 14 Jun 2019 11:36:02 -0400
Subject: Re: concerns related to DigBoston article

[REDACTED]

Monday 10 a.m. would be great. I don't think I don't know where your office is, though -- somewhere in the Town Hall Annex, perhaps?

Also -- I thought you might find it helpful to see a petition that is circulating before receiving it:

<https://docs.google.com/forms/d/e/1FAIpQLScb7LjZb1I1nUPbTOSXKFZ4XhfFyPesBC6iislC8Z3m6y9P7A/viewform>

I look forward to our conversation.

[REDACTED]
On Fri, Jun 14, 2019 at 11:29 AM Adam Chapdelaine <AChapdelaine@town.arlington.ma.us> wrote:

Thank you for the response. How about Monday at 10am? Does that still work?

Best,
Adam W. Chapdelaine
Town Manager
Town of Arlington
730 Massachusetts Avenue
Arlington, MA 02476
(781) 316-3010

[REDACTED]
To: Adam Chapdelaine <AChapdelaine@town.arlington.ma.us>
Date: Thu, 13 Jun 2019 16:48:05 -0400

Subject: Re: concerns related to DigBoston article

[Putting the others in bcc, so they know I responded but will be spared future scheduling emails.]

Thank you for offering to talk.

I want to make sure you understand, though, that my primary feeling is concern about what I'm reading and hearing from multiple other people. If I were not personally involved in this process and it seemed to be going well, that would be fine with me.

Next week I could get together Monday between 10 a.m. and noon or between 2:15 and 4:30 p.m. And I could get together on Tuesday any time after 10 a.m. Do any of these times work for you?

I look forward to our conversation, and others.

On Thu, Jun 13, 2019 at 4:13 PM Adam Chapdelaine <AChapdelaine@town.arlington.ma.us> wrote:

Thank you for writing. I am sorry to hear that you are feeling ignored and rebuffed by the process. That was certainly not my intention.

What does your schedule look like early next week? I think it would be good for us to sit and discuss these issues.

Best,
Adam W. Chapdelaine
Town Manager
Town of Arlington
730 Massachusetts Avenue
Arlington, MA 02476
(781) 316-3010

From: Erin Freeborn <efreeborn@c4rj.org>

Cc: Adam Chapdelaine <achapdelaine@town.arlington.ma.us>, Caryn Malloy <CMalloy@town.arlington.ma.us>, Julie Flaherty <jflaherty@town.arlington.ma.us>, [REDACTED]

Date: Thu, 13 Jun 2019 14:53:23 -0400

Subject: Re: concerns related to DigBoston article

Thank you for this reflection. I take responsibility for the debrief call not happening yet. I've been trying to figure out where to fit this in. In fact I am about to board a plane to the National RJ conference and was planning to use some airport time to send out a doodle poll for a phone call time to debrief with the community members. Do you, and Adam, and others on this email think I should do that today? We could use it as a first step to see if people would like to come back together in person.

What do you all think?

Thank you,
Erin

On Thu, Jun 13, 2019 at 12:11 PM [REDACTED] wrote:

I want to make sure you see this article that was published online yesterday and currently has 337 "likes": <https://digboston.com/special-feature-restorative-ruckus/?fbclid=IwAR1K1w257Xc7FEVVrPMxGjdUh2k8Yqo88pHBfwrQq3F4gCGsMekPTHz7k5Q>

It includes a link to a 204-page PDF of documents related to Rick Pedrini obtained through a public records request: https://drive.google.com/file/d/1qeHpyWMhG5ciUpEAapEBYVM_O0YmJkqm/view

This article is part of an organized campaign of protest against the Town of Arlington and perhaps C4RJ as well. This morning I was forwarded one of the organizing emails, outlining a multi-part plan. The goal is to make Arlington a media and activism target statewide.

If I look at this restorative justice process from the point of view of its impact on Rick Pedrini, then I think it was quite beneficial. I could see him listening carefully to community members, engaging with what they said and with what other people wrote online, and doing the internal work he needed to do. I have no concerns about him being a police officer.

Restorative justice, however, is supposed to be victim-centered. It is supposed to identify who has been harmed, and identify ways to help heal those harms. So far, this process has failed in the goal of healing harms to the social fabric of Arlington. This campaign against the Town is a symptom of that failure, and if the organizers succeed then the damage to our community will soon be much worse.

I still believe that restorative justice was the best approach to this situation that I can think of -- certainly better than trying to fire Rick, which many people wanted and many people still do. But it seems to me that the Town has mishandled the implementation of the restorative stage of the process.

As Adam and Julie know, I have been concerned for quite a while that the Town's communications about the restorative stage of the restorative justice process have been inadequate, lacking in timeliness, and written in ways that are easily misunderstood. Every media piece I have seen about this process has contained important inaccuracies, and I have not seen attempts by the Town to correct those inaccuracies -- maybe they existed, but if so I'm sure I'm not the only person who didn't see them.

During the circle, I and a few other community members offered to help with the restorative stage of this process. I appreciated being able to comment on Rick's public apology before it was released. Other than that, however, my offers of assistance have been ignored or rebuffed. Erin said that she would invite community participants to participate in a debriefing call, but that hasn't happened. I presume that the other community members have been equally not involved in the restorative stage of the process.

It was, I think, an error to depart from the standard C4RJ process by not inviting all community members in the opening circle to participate in a closing circle. Two of the purposes of a closing circle are to provide accountability and closure. Public accountability hasn't happened, and closure is nowhere on the horizon.

Anyone who is looking for evidence that the purported restorative justice process was just a cover-up for returning Rick to the APD and his gun -- which we know many people suspected from the beginning -- has been able to find plenty of evidence to support this belief.

Because of [REDACTED], many people have asked me what I think about this process. I have been candid with friends about my beliefs that restorative justice was appropriate in these circumstances, that Rick engaged well with the process and is not a danger to the public, and that the Town has thus far failed to communicate well with the public, which is allowing the harm to fester. Thus far I have been unwilling to speak publicly, in part because I wanted to respect the Town's leadership of this process and in part because of the messages I've

received that my assistance is unwanted, as well as more personal reasons. I am, however, concerned about damage to the reputation of Arlington, the APD, C4RJ, and restorative justice. At some point I may choose to speak publicly about my perceptions of this process -- respecting the confidentiality of the circle, of course, but trying to dispel the aura of secrecy around this process. Healing harms to the social fabric and public trust cannot be done in secrecy.

I would like to suggest that the Town invite everyone who participated in the circles to meet in person and discuss what can be done in the coming weeks to heal the harms done by Rick's essays and their rippling effects. If some circle members don't want to participate, that's fine and up to them, but the rest of us need to be included. You might also want to consider inviting other people who are influencers in the Arlington community to participate in these conversations. For example, [REDACTED] is wise, knowledgeable, and often a source of good ideas.

The bottom line, it seems to me, is that so far this restorative justice process is failing. The only way it can succeed, I believe, is if a team of people work together to help it succeed. It may already be too late for that, but I hope not.

On a practical note -- I will be out of town and out of email access on June 19-26. I would be glad to talk with any of you before or after that week.

I wish the best for everyone involved in this process. And I am concerned that the worst may be yet to come.

[REDACTED]

[REDACTED]

--

Erin V. Freeborn
Executive Director

Communities for Restorative Justice
219 Walden Street
P.O. Box 65
Concord MA 01742
www.c4rj.org

p. 978-318-3447
f. 978-318-3442

Follow us on [Facebook](#) and on Twitter [@C4RJ_MA](#)



From: [REDACTED]
To: jflaherty@town.arlington.ma.us; achapdelaine@town.arlington.ma.us; mkrepelka@town.arlington.ma.us; JCurro@town.arlington.ma.us; SDeCourcey@town.arlington.ma.us; DDunn@town.arlington.ma.us; JHurd@town.arlington.ma.us; DMahon@town.arlington.ma.us
Cc: [REDACTED]
Subject: (Archive Copy) Public Trust First Parish
Date: Friday, June 14, 2019 1:07:18 PM
Attachments: [public trust concerns june 14 2019.pdf](#)

Greetings!

Attached is a letter for your attention.
Thank you for your work in our community.

Rev Marta Flanagan

From: Adam Chapdelaine
To: CMalloy@town.arlington.ma.us
Subject: (Archive Copy) Fwd: Public Trust First Parish
Date: Friday, June 14, 2019 1:26:05 PM
Attachments: [public trust concerns june 14 2019.pdf](#)
[attachment.html](#)

Sent from my iPhone

Begin forwarded message:

From: "Rev. Marta M. Flanagan" [REDACTED]
Date: June 14, 2019 at 1:06:17 PM EDT
To: jflaherty@town.arlington.ma.us,
achapdelaine@town.arlington.ma.us, mkrepelka@town.arlington.ma.us,
JCurro@town.arlington.ma.us, SDeCourcey@town.arlington.ma.us,
DDunn@town.arlington.ma.us, JHurd@town.arlington.ma.us,
DMahon@town.arlington.ma.us
Cc: Marie Meteer [REDACTED] [edu](#), Stephen McMullin
[REDACTED] Marta Flanagan
Subject: Public Trust First Parish

Greetings!

Attached is a letter for your attention.
Thank you for your work in our community.

Rev Marta Flanagan

From: [Dan Dunn](#)
To: [REDACTED] [Flanagan](#)
Cc: [Dan Dunn](#); [Adam Chapdelaine](#)
Subject: (Archive Copy) Re: Public Trust First Parish
Date: Saturday, June 15, 2019 2:55:20 PM

Hello,

Thank you for your email.

The actions of Lt. Pedrini were absolutely unacceptable. I've said that publicly before, and I'm happy to say it again. They are contrary to what we as a community believe, harmful to our community in too many ways to count, and are contrary to the direction given by our police leadership, professional town leadership, and elected officials. They were wrong.

Once said, they cannot be unsaid. The question is, what can we do about it? The police chief and town manager carefully evaluated the disciplinary options. They interviewed members of the force, of the public, and town employees. They chose to follow a path of restorative justice, and I support that choice. It was made with careful thought and investigation by people of good judgement whom I deeply trust.

I also can imagine a different outcome. If the decision had been made to discipline or terminate Lt. Pedrini, he would have inevitably fought the firing. In my personal opinion, I believe he would have prevailed. The resulting situation would be far worse than the one today: harmful actions taken, no repentance, no dialog, lots of acrimony, hardened opinions, and lots of burned bridges.

I'd also like to note the steps we took as town leaders to remove the police chief from civil service and make the position more accountable to the town manager. We made that change in part because of our goal to prevent and/or mitigate any future similar events. By making the chief more tightly responsible to the town manager we can protect ourselves a bit from any future office holders who aren't as thoughtful as the current ones. I point this out as an illustration of our commitment to addressing the systemic questions, not just managing incidents as they come.

There is no way to simply undo the harm caused by Lt. Pedrini, and it's definitely possible for any of us to make the situation worse. I believe that the town chose the best path forward, one that has the best healing for those injured and the strongest path forward.

I'm happy to talk about this further and answer any questions.

Thanks,

Dan Dunn
Select Board Member

On Fri, Jun 14, 2019 at 1:07 PM Rev. Marta M. Flanagan

[REDACTED] wrote:

>

> Greetings!

>
> Attached is a letter for your attention.
> Thank you for your work in our community.
>
> Rev Marta Flanagan

From: Adam Chapdelaine
To: CMalloy@town.arlington.ma.us
Subject: (Archive Copy) Fwd: Public Trust First Parish
Date: Monday, June 17, 2019 9:15:42 AM

Sent from my iPhone

Begin forwarded message:

From: Dan Dunn [REDACTED]
Date: June 15, 2019 at 2:55:05 PM EDT
To: "Rev. Marta M. Flanagan" [REDACTED]
Cc: Dan Dunn <DDunn@town.arlington.ma.us>, Adam Chapdelaine <achapdelaine@town.arlington.ma.us>
Subject: Re: Public Trust First Parish

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Dan Dunn
Select Board Member

On Fri, Jun 14, 2019 at 1:07 PM Rev. Marta M. Flanagan
[REDACTED] wrote:

Greetings!

Attached is a letter for your attention.

Thank you for your work in our community.

Rev Marta Flanagan

From: [Adam Chapdelaine](#)
To: [REDACTED] Dunn
Subject: (Archive Copy) Re: Public Trust First Parish
Date: Monday, June 17, 2019 11:31:40 AM

Thank you, Dan.

Adam W. Chapdelaine
Town Manager
Town of Arlington
730 Massachusetts Avenue
Arlington, MA 02476
(781) 316-3010

From: Dan Dunn [REDACTED]
To: "Rev. Marta M. Flanagan" [REDACTED]
Cc: Dan Dunn <DDunn@town.arlington.ma.us>, Adam Chapdelaine <achapdelaine@town.arlington.ma.us>
Date: Sat, 15 Jun 2019 14:55:05 -0400
Subject: Re: Public Trust First Parish

Hello,

Thank you for your email.

The actions of Lt. Pedrini were absolutely unacceptable. I've said that publicly before, and I'm happy to say it again. They are contrary to what we as a community believe, harmful to our community in too many ways to count, and are contrary to the direction given by our police leadership, professional town leadership, and elected officials. They were wrong.

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Thanks,

Dan Dunn
Select Board Member

[REDACTED] 1:07 PM Rev. Marta M. Flanagan
wrote:

> Greetings!
>
> Attached is a letter for your attention.
> Thank you for your work in our community.
>
> Rev Marta Flanagan

From: [Adam Chapdelaine](#)
To: [Kristen DeFrancisco](#)
Subject: (Archive Copy) Fwd: Re: Community Forum
Date: Monday, June 17, 2019 12:59:24 PM

Forwarding you this now, but I will tell you what it is for later.

Adam W. Chapdelaine
Town Manager
Town of Arlington
730 Massachusetts Avenue
Arlington, MA 02476
(781) 316-3010

From: Michaiah <diversitytaskgrouparl@gmail.com>
To: Adam Chapdelaine <AChapdelaine@town.arlington.ma.us>
Date: Wed, 12 Jun 2019 12:55:35 -0400
Subject: Re: Community Forum

very last one-

[ramone](#)

and when you get a chance....<https://digboston.com/special-feature-restorative-ruckus/>
a petition is coming your way too to reopen the case.

On Tue, Jun 11, 2019 at 9:27 PM Michaiah <diversitytaskgrouparl@gmail.com> wrote:

Final lists-

These folks I know, and they want to meet in a group

[lynettemartyr](#)

[lculverhouse](#)

[elizabethdray](#)

[lakiese](#)

[louise](#) (will be in Uruguay & wants to Skype/WhatsApp. Will be back in the States July 17th)

[rajeev.soneja](#)

[askKatell](#) (schedule permitting)

These folks I don't know as well/at all but here is some info about them in case there's a limit for who can be at the table.

[mark.davila](#) (was at the May DTG meeting, we have a mutual friend, here's a quote from an email he sent me, *Not interested in blowing off steam...However, if there is interest in advocating for change (e.g., formalized civilian oversight of the police; mandatory ongoing training around diversity and inclusion for all APD Staff; advocating that the MPA run a series of Op Eds to address those written by Pedrini — and what is wrong with them etc.) I'll be a part of that conversation*)

[mary.fuson](#) - Older woman from First parish, respected community leader, her husband founded teen empowerment the teen/police collaboration, also came to the last AHRC mtg, raised a kid of color in Arlington,

[robin.gottlieb](#) - community organizer (friend of Laura/Erik)-schedule permitting

[betsy](#) - HRC member who is sympathetic to our concerns about police presence at HRC mtgs and is the new community outreach person for the HRC

[marta](#) - Minister of FP has expressed interest in our concerns

This person would prefer to meet with Stacie 1:1 (with me present if my schedule permits & the budget allows)

[bjstone](#) [REDACTED]

Happy Scheduling :/
Michaiah

On Mon, Jun 10, 2019 at 9:00 PM Michaiah <diversitytaskgrouparl@gmail.com> wrote:
HI Adam :)

Grateful for your leadership and partnership. Thanks for putting the resources of time and money into our community's healing. So thankful for you and hopeful for the process moving forward.

These are the people who said they are willing to be at the table with the facilitator. They do NOT want police presence.

Lynette Culverhouse [REDACTED]

Laura Kiesel <[REDACTED]>

Elizabeth Dray [REDACTED]

Lynette [REDACTED]

Louise Bobkin <[REDACTED], [REDACTED]> (back from Uruguay July 17th)- but really wanting to participate even if it's Skpe, FB.

----- Below are people that I do not know, but want to be at the table- I think they are sympathizers but not stakeholders.

marta@ [REDACTED]

<betsy [REDACTED], (HRC Commissioner)

I'll give it another day or two to hear back from a few others that I know. and send emails to you/Kristen

I feel comfortable with having Stacie facilitate.

Thanks for having Kristen do the scheduling.

Michaiah

On Mon, Jun 10, 2019 at 6:55 AM Adam Chapdelaine <AChapdelaine@town.arlington.ma.us> wrote:

I am currently out of the office, returning Monday, June 10th. If you need immediate assistance please contact Kristen DeFrancisco, at 781-316-3010.

From: [Adam Chapdelaine](#)
To: [Erin Freeborn](#); [Caryn Malloy](#)
Subject: (Archive Copy) Re: Fwd: FYI on use of RJ in Arlington
Date: Monday, June 17, 2019 1:42:08 PM

Hi Erin,

Thank you for the head's up. We are aware of this effort and are working to respond.

We have been working for several weeks to put together a community forum to discuss community healing and a path forward to rebuilding trust between the APD and the community. Most recently, I have been working with Michaiah from the Diversity Task Group to engage various community stakeholders to help us co-design what the community forum will look like and what the intended outcomes are. We are doing this with the help of a facilitator from the Consensus Building Institute.

I also plan on issuing an "open letter" from me to the community to address some of the concerns that are being expressed and also to clear up some of the misconceptions that are out there.

I'll let you know if we need your help, but I think we are on a good path as of right now.

Thanks,

Adam W. Chapdelaine
Town Manager
Town of Arlington
730 Massachusetts Avenue
Arlington, MA 02476
(781) 316-3010

From: Erin Freeborn <efreeborn@c4rj.org>
To: Adam Chapdelaine <AChapdelaine@town.arlington.ma.us>, Caryn Malloy <CMalloy@town.arlington.ma.us>
Date: Sun, 16 Jun 2019 20:25:45 -0600
Subject: Fwd: FYI on use of RJ in Arlington

Hi,

This came to my attention and I'm assuming that you are already aware that this is brewing. Are you working on a response? I asked Colleen for suggestions and you can see her response. I'm happy to help. Let me know how you think I can.

Just so you know, the debrief call with community members is in July.

Thanks,
Erin

----- Forwarded message -----

From: **Colleen Kirby** [REDACTED]
Date: Sun, Jun 16, 2019 at 5:43 PM
Subject: Re: FYI on use of RJ in Arlington
To: Erin Freeborn <efreeborn@c4rj.org>

As for recommendations, when the 14 youths from the high school did RJ, there was also a lot of concern in the community and there were at least 2 open forums in town to explain the process and answer community questions. One led by the high school principle and one led by Naomi Greenfield who spoke about her

participation in the process and is also a Human Rights Committee leader
In town. That seemed to work.

Maybe if Adam or someone who was involved in the process were to have an open forum and answer questions without breaking confidentiality that would be good? Or since the officer involved is obviously not anonymous, perhaps if he explained how he has learned and grown or the police chief could speak? I'm not sure.

Sent from my iPhone

On Jun 16, 2019, at 6:59 PM, Erin Freeborn <efreeborn@c4rj.org> wrote:

Hi Colleen,

Thank you for keeping me up to date about these developments. I really appreciate it.

Thanks also for letting me know how the events unfolded for you. Do you have any recommendations? Have you brought this up to Adam?

Thank you,

Erin

On Sun, Jun 16, 2019 at 9:31 AM Colleen Kirby <[REDACTED]> wrote:

Dear Erin,

Unfortunately it appears that things are going to blow up in Arlington over this. Here is a letter I got from upset activists on a group email outside Arlington. I also saw a similar call to action on another Arlington group email.

FYI. I am not signing as I do not know enough about how the process unfolded, I trust C4RJ and know proceedings are confidential, and I chose not to be on the panel involved when they asked for community input. I think these community members didn't realize they could be part of the process? And using RJ in this kind of situation is probably new to the organization, so this may be a learning experience for C4RJ.

"Arlington activists are pushing back against the Arlington police department's decision to use a restorative justice approach concerning a police lieutenant who posted racist, anti-immigrant, anti-criminal (in)justice folks -- ... -- and pro-violence messages.

Two of the more obvious problems:

- The restorative justice model was never intended to protect racist police officers;
- There's nothing restorative when the groups who were attacked haven't agreed to it and aren't at the table.

Here is the petition to Town officials that the organizers are asking organizations and individuals to sign: <https://forms.gle/gS8tbfnT31zJsnjGA>. They are seeking support outside of Arlington due to the statewide implications.

For more info, here's a recent update: <https://digboston.com/special-feature-restorative-ruckus/?fbclid=IwAR0CxclxXH0DRJdAbCeoTZ7MNzTTsGFMSimOCn-paKkrpl0pmDize5ZrRPA>.

Or you can contact Lynette Martyn at lynnettemartyn@gmail.com. "

Sent from my iPhone

--

Erin V. Freeborn
Executive Director

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[219 Walden Street](http://219WaldenStreet)
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From: [Adam Chapdelaine](#)
To: [John Guilfoil](#)
Cc: [Julie Flaherty](#)
Subject: (Archive Copy) Re: First draft
Date: Tuesday, June 18, 2019 6:48:48 PM

How about we change the last paragraph to start with - We urge anyone who would like to learn more about restorative justice....

Sent from my iPhone

On Jun 18, 2019, at 6:44 PM, John Guilfoil <john@jgpr.net> wrote:

Second draft:

The Arlington Police Department is a founding member of Communities for Restorative Justice (C4RJ) and we will continue to work with our community to heal the harm done by crime and acts of intolerance.

For more than 19 years, CR4J has worked tirelessly to offer restorative justice to those affected by crime -- the offenders, the direct victims, and the indirect victims. The Arlington Police Department shares in its belief that crime, bias and hatred are violations of humanity and human relationships, not just law and policy. I stand by that doctrine every day in the pursuit of justice and public safety in Arlington, where I have worked as a police officer for more than 20 years.

Pedrini's writings were offensive and wrong. But if we, as a police department, are going to preach restorative justice, we must practice it as well. Pedrini's comments also mocked restorative justice, which meant restorative justice was the perfect response.

Restorative justice is a difficult, time consuming, introspective process that requires an offender to look -- and be forced to look -- deeply at themselves and their actions. It pairs offenders with those they offended against. In this case, members of the NAACP and members of Arlington's immigrant community were present in the restorative circle.

The Town of Arlington and the Arlington Police Department acknowledge the harm caused by Pedrini's writings, and we are continuing to work with community stakeholders to heal the harm. We understand that healing and the rebuilding of community trust do not happen overnight, but we are committed to a continuing dialogue.

We urge anyone who is confused about or uneducated about the restorative justice process to visit [C4RJ.org](#) or to call, email, or stop by the Arlington Police Department any time.

John Guilfoil
Principal

JGPR - John Guilfoil Public Relations LLC

8 Prospect St.
Georgetown, MA 01833

617-993-0003 (o)

[REDACTED]
<http://jgpr.net>
[@johnguilfoil](https://twitter.com/johnguilfoil)
[@guilfoilpr](https://twitter.com/guilfoilpr)

On Tue, Jun 18, 2019 at 6:39 PM Adam Chapdelaine <AChapdelaine@town.arlington.ma.us> wrote:

Looks good.

I'd like to add something like:

The Town and the APD acknowledge the harm caused by Pedrini's writings and as such are continuing to work with community stakeholders to heal the harm. We understand that healing and the rebuilding of community trust do not happen overnight, and as such we are committed to a continuing dialogue with harmed parties.

Sent from my iPhone

On Jun 18, 2019, at 6:32 PM, John Guilfoil <john@jgpr.net> wrote:

HARD DEADLINE at 7 p.m.

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Principal

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8 Prospect St.
Georgetown, MA 01833

617-993-0003 (o)

[REDACTED]
<http://jgpr.net>
[@johnguilfoil](https://twitter.com/johnguilfoil)
[@guilfoilpr](https://twitter.com/guilfoilpr)

From: [Adam Chapdelaine](#)
To: [John Guilfoil](#)
Cc: [Julie Flaherty](#)
Subject: (Archive Copy) Re: First draft
Date: Tuesday, June 18, 2019 6:56:23 PM

I'm planning a more detailed message this week, so probably not. Thoughts?

Sent from my iPhone

On Jun 18, 2019, at 6:55 PM, John Guilfoil <john@jgpr.net> wrote:

Sent to the producer--do you want it blasted out or posted anywhere?

John Guilfoil
Principal

JGPR - John Guilfoil Public Relations LLC

8 Prospect St.
Georgetown, MA 01833

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<http://jgpr.net>
[@johnguilfoil](https://twitter.com/johnguilfoil)
[@guilfoilpr](https://twitter.com/guilfoilpr)

On Tue, Jun 18, 2019 at 6:51 PM John Guilfoil <john@jgpr.net> wrote:

Ok

Sent from my iPhone

On Jun 18, 2019, at 6:49 PM, Julie Flaherty
<JFlaherty@town.arlington.ma.us> wrote:

I'm good with it. Thank you

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John Guilfoil
Principal

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8 Prospect St.
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617-993-0003 (o)
[REDACTED]

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@guilfoilpr

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John Guilfoil
Principal

JGPR - John Guilfoil Public Relations
LLC

8 Prospect St.
Georgetown, MA 01833

617-993-0003 (o)

[REDACTED]
<http://jgpr.net>
@johnguilfoil
@guilfoilpr

From: [Julie Flaherty](#)
To: [John Guilfoil](#)
Cc: [Adam Chapdelaine](#)
Subject: (Archive Copy) Re: First draft
Date: Tuesday, June 18, 2019 6:58:04 PM

No thank you

On Jun 18, 2019, at 6:55 PM, John Guilfoil <john@jgpr.net> wrote:

Sent to the producer--do you want it blasted out or posted anywhere?

John Guilfoil
Principal

JGPR - John Guilfoil Public Relations LLC

8 Prospect St.
Georgetown, MA 01833

617-993-0003 (o)

<http://jgpr.net>
[@johnguilfoil](#)
[@guilfoilpr](#)

On Tue, Jun 18, 2019 at 6:51 PM John Guilfoil <john@jgpr.net> wrote:
Ok

Sent from my iPhone

On Jun 18, 2019, at 6:49 PM, Julie Flaherty
<JFlaherty@town.arlington.ma.us> wrote:

I'm good with it. Thank you

On Jun 18, 2019, at 6:44 PM, John Guilfoil
<john@jgpr.net> wrote:

Second draft:

The Arlington Police Department is a founding member of Communities for Restorative Justice (C4RJ) and we will continue to work with our community to heal the harm done by crime and acts of intolerance.

For more than 19 years, CR4J has worked tirelessly to offer restorative justice to those affected by crime -- the offenders, the direct victims, and the indirect victims. The Arlington Police Department shares in its belief that crime, bias and hatred are violations of humanity and human relationships, not just law and policy. I stand by that doctrine every day in the pursuit of justice and public safety in Arlington, where I have worked as a police officer for more than 20 years.

Pedrini's writings were offensive and wrong. But if we, as a police department, are going to preach restorative justice, we must practice it as well. Pedrini's comments also mocked restorative justice, which meant restorative justice was the perfect response.

Restorative justice is a difficult, time consuming, introspective process that requires an offender to look -- and be forced to look -- deeply at themselves and their actions. It pairs offenders with those they offended against. In this case, members of the NAACP and members of Arlington's immigrant community were present in the restorative circle.

The Town of Arlington and the Arlington Police Department acknowledge the harm caused by Pedrini's writings, and we are continuing to work with community stakeholders to heal the harm. We understand that healing and the rebuilding of community trust do not happen overnight, but we are committed to a continuing dialogue.

We urge anyone who is confused about or uneducated about the restorative justice process to visit C4RJ.org or to call, email, or stop by the Arlington Police Department any time.

John Guilfoil
Principal

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8 Prospect St.
Georgetown, MA 01833

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<http://jgpr.net>
[@johnguilfoil](https://twitter.com/johnguilfoil)
[@guilfoilpr](https://twitter.com/guilfoilpr)

On Tue, Jun 18, 2019 at 6:39 PM Adam
Chadelaine
<AChadelaine@town.arlington.ma.us> wrote:
Looks good.

I'd like to add something like:

The Town and the APD acknowledge the harm caused by Pedrini's writings and as such are continuing to work with community stakeholders to heal the harm. We understand that healing and the rebuilding of community trust do not happen overnight, and as such we are committed to a continuing dialogue with harmed parties.

Sent from my iPhone

On Jun 18, 2019, at 6:32 PM, John Guilfoil
<john@jgpr.net> wrote:

HARD DEADLINE at 7 p.m.

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John Guilfoil
Principal

JGPR - John Guilfoil Public Relations
LLC

8 Prospect St.
Georgetown, MA 01833

617-993-0003 (o)

[REDACTED]
<http://jgpr.net>
[@johnguilfoil](https://twitter.com/johnguilfoil)
[@guilfoilpr](https://twitter.com/guilfoilpr)

From: [Adam Chapdelaine](#)
To: [REDACTED]
Cc: [Julie Flaherty](#); [Caryn Malloy](#)
Subject: (Archive Copy) Draft Outline for Open Letter to Community
Date: Tuesday, June 18, 2019 8:22:25 PM
Attachments: [Outline for Open Letter to theCommunity_Draft.docx](#)

[REDACTED]

Thank you again for meeting on Monday and thank you for your offer to help with the process as it moves forward. I haven't been able to dedicate the time necessary to drafting a full statement, but I did put together the attached outline of what I think we need to say to the community.

If you could take a look and give me any feedback that you have, I would appreciate it. I especially would like to know if you think that I am missing any key areas or if I should stay away from anything that I have suggested including. That said, I am open to any and all feedback.

Thank you again. I really appreciate you taking the time on this.

Best,

Adam W. Chapdelaine
Town Manager
Town of Arlington
730 Massachusetts Avenue
Arlington, MA 02476
(781) 316-3010

From: [Adam Chapdelaine](#)
To: [Adam Chapdelaine](#)
Cc: diversitytaskgrouparl@gmail.com
Subject: (Archive Copy) Community Stakeholders - Thank You for Your Willingness toParticipate
Date: Tuesday, June 18, 2019 8:49:21 PM

Good Evening,

I am writing to all of you as Michaiah has shared your contact information with me in regard to your interest in participating in the co-designing of a community dialogue around the Rick Pedrini issue and policing in Arlington. I am really glad to hear that you are all willing to participate and I look forward to the process.

I am finalizing an agreement with the facilitator, Stacie Smith, that we plan to use for this effort and hope to have that completed before the end of this week. Once completed, I will have Kristen in my office begin working with all of you to schedule meetings with her. I am hopeful that we can start the scheduling process before the end of the week.

In the interim, here is a link to Stacie's bio - <https://www.cbi.org/about/bio/stacie-nicole-smith/>. Also, if you have any questions, please feel free to reach out to me.

Thank you again and I look forward to speaking with you soon.

Best,

Adam W. Chapdelaine
Town Manager
Town of Arlington
730 Massachusetts Avenue
Arlington, MA 02476
(781) 316-3010

From: [Stacie Smith](#)
To: [Adam Chapdelaine](#)
Subject: (Archive Copy) Re: Following Up
Date: Wednesday, June 19, 2019 11:45:57 AM
Attachments: [Arlington_community_healing_proposal.pdf](#)
[attachment.html](#)

Hi Adam,

Attached is a proposal and scope of work to assist with this work. Please let me know if this works, or if you have any questions. I look forward to the opportunity!

Sincerely,
Stacie

Stacie Nicole Smith
Associate Managing Director
& Senior Mediator, CBI
(617) 844-1124
www.cbi.org

From: 75556-90557461@requests.muckrock.com
To: achapdelaine@town.arlington.ma.us
Subject: (Archive Copy) Massachusetts Public Records Law Request: Email and Written Communication Requests
Date: Thursday, June 20, 2019 5:25:15 AM

Town Manager's Office Of Arlington Ma
PRL Office
730 Mass. Ave. Annex
Arlington, MA 02476

June 20, 2019

To Whom It May Concern:

Pursuant to the Massachusetts Public Records Law, I hereby request the following records:

I would like to receive copies of any emails or other written communication either sent from the Town Manager's office or the Town Manager himself (Adam Chapdelaine) or incoming from John Guilfoil Public Relations to the Town Manager and/or his office since September 2018 to the present. I would like to receive copies of any email or written correspondence between the Town Manager Adam Chapdelaine and former APD Chief Fred Ryan that occurred between September 2018 until April 2019. I would like to receive copies of any emails or written communication since September 2018 outgoing or incoming to the Town Manager's office that include the following terms/names: "Pedrini," "Diversity Taskforce" (or "Diversity Task force"), "Restorative Justice," "racism," "racist," and "NAACP."

I also request that, if appropriate, fees be waived as we believe this request is in the public interest, as suggested but not stipulated by the recommendations of the Massachusetts Supervisor of Public Records. The requested documents will be made available to the general public free of charge as part of the public information service at MuckRock.com, processed by a representative of the news media/press and is made in the process of news gathering and not for commercial usage.

I expect the request to be filled in an accessible format, including for screen readers, which provide text-to-speech for persons unable to read print. Files that are not accessible to screen readers include, for example, pdf image files as well as physical documents.

In the event that there are fees, I would be grateful if you would inform me of the total charges in advance of fulfilling my request. I would prefer the request filled electronically, by e-mail attachment if available or CD-ROM if not.

Thank you in advance for your anticipated cooperation in this matter. I look forward to receiving your response to this request within 10 business days, as the statute requires.

Sincerely,

Laura Kiesel

Filed via MuckRock.com
E-mail (Preferred): 75556-90557461@requests.muckrock.com
Upload documents directly: https://accounts.muckrock.com/accounts/login/?next=https%3A%2F%2Fwww.muckrock.com%2Faccounts%2Flogin%2F%3Fnext%3D%252Faccounts%252Fagency_login%252Ftown-managers-office-of-arlington-ma-17978%252Femail-and-written-communication-requests-75556%252F%253Femail%253Dachapdelaine%252540town.arlington.ma.us&url_auth_token=AABeacilmDWzBy4v55CY9DK1ar4%3A1hdtJ5%3AsVylKu3hL_43n1yECTJ0xXto98A

Is this email coming to the wrong contact? Something else wrong? Use the above link to let us know.

For mailed responses, please address (see note):

MuckRock News
DEPT MR 75556
411A Highland Ave
Somerville, MA 02144-2516

PLEASE NOTE: This request is not filed by a MuckRock staff member, but is being sent through MuckRock by the above in order to better track, share, and manage public records requests. Also note that improperly addressed (i.e., with the requester's name rather than "MuckRock News" and the department number) requests might be returned as undeliverable.

From: [Erin Freeborn](#)
To: [Caryn Malloy](#); [Adam Chapdelaine](#)
Subject: (Archive Copy) C4RJ Invoice
Date: Thursday, June 20, 2019 2:35:43 PM
Attachments: [C4RJ_Arlington_Invoice_Pedrini_Matter.pdf](#)

Hi,

My invoice is attached. You'll see that I didn't allocate costs to our email correspondence (even though it looks like we've sent over 100 emails since January) but I did include 2 hours for the community debrief. That conference call looks like it will be on 7/11. I've heard from 6 of the 9 community members and have reached out to the other 3 again to see if they can make it. I also included the major phone calls but didn't charge you for anything shorter than 30 minutes.

Please let me know if you have any questions.

Thank you,
Erin

--

Erin V. Freeborn
Executive Director

Communities for Restorative Justice
219 Walden Street
P.O. Box 65
Concord MA 01742
www.c4rj.org

p. 978-318-3447
f. 978-318-3442

Follow us on [Facebook](#) and on Twitter [@C4RJ_MA](#)

